

**Memorandum of Understanding
Between
King County
And
Service Employees International Union, Local 925 (representing employees in the
King County Wastewater Treatment Division)**

Seeking Clarification of Retroactive Shift Differential Pay for Shift Operators

Whereas the Union and County have realized that a question exists regarding a provision of their agreement concerning the duration and amount of retroactive shift premium pay that had been agreed to by the parties;

Whereas the County believes that payment of retroactive night shift should be made in accordance with the language contained in Attachment 1, and the union believes that this language does not reflect the parties' intention;

Whereas both parties agree that at least the amounts set forth in paragraph 2 of Attachment 1 were agreed to; and

Whereas both parties would like to implement those portions of the contract over which there is no dispute.

Now, Therefore:

1. The parties hereby agree to submit the issues of whether the parties reached a meeting of the minds regarding the payment of night shift retroactive payment in excess of the amounts listed in paragraph 2 of Attachment 1, and if they did, what the content of that agreement is, to an arbitrator mutually selected by the parties.

2. The arbitrator shall have the authority to decide the issue and draft language embodying his or her decision to be incorporated into the contract through a memorandum of understanding.

3. The parties further agree to implement the terms of the attached Memorandum of Agreement including the retroactive shift premium pay calculation in accordance with paragraph 2 understanding that the arbitrator will be authorized to determine if the parties

agreed to an amount in excess of that shown in paragraph 2.

4. This agreement shall become effective with the King County Council's approval by ordinance of this Memorandum of Understanding as well as the corresponding collective bargaining agreement, except that arbitration may take place prior to Council approval.

For Service Employees International Union,
Local 925:

Debbie Foley
Organizer Representative

Date

For King County:

Alex Golan
Labor Negotiator II

Date